

1 **SB 5474** - H AMDS TO H AMD (H-2445.2/93)

2 By Representative Springer

3 On page 1, after line 30, insert the following:

4 "Creating and maintaining employment environments that are
5 free of discrimination is of vital concern to the people of this
6 state. The legislature finds and declares that all employees are
7 entitled to a workplace that is free from discrimination. The
8 legislature finds there are significant economic and social costs
9 resulting from employment discrimination. The legislature finds
10 that a workplace free from discrimination is of significant benefit
11 to employers and that educating and training employers and
12 employees about the types of actions that constitute discrimination
13 continues to be important."

14 On page 4, line 6, after "employs" strike all material through
15 "profit" on line 8 and insert "~~((eight))~~ one or more persons, and
16 does not include any religious ~~((or sectarian organization not~~
17 ~~organized for private profit))~~ corporation, association,
18 educational institution, or society with respect to the employment
19 of individuals of a particular religion to perform work connected
20 with the carrying on by such corporation, association, educational
21 institution, or society of its activities"

22 On page 6, after line 5, insert the following:

23 "NEW SECTION. Sec. 5. A new section is added to chapter
24 49.60 RCW to read as follows:

25 (1) The commission shall make available an informational
26 brochure designed to help employers engage in employment without
27 discrimination. The commission may utilize existing informational
28 materials with any changes necessary to reflect the policies
29 embodied in sections 1 and 4 of this act. The commission is

1 encouraged to consult with representatives of small business to
2 ensure that the brochure is useful and practical to employers of
3 seven or fewer employees.

4 (2) The commission shall hold educational seminars throughout
5 the state to explain to interested employers how to engage in
6 employment without discrimination.

7 (3) The commission is authorized to charge fees to
8 participants for the services required to be provided under this
9 section. The fees shall be sufficient to cover the costs of the
10 programs and materials offered."

11 Renumber the remaining sections consecutively and correct internal
12 references accordingly.

13 On page 20, after line 4, insert the following:

14 "NEW SECTION. **Sec. 26.** This act is necessary for the
15 immediate preservation of the public peace, health, or safety, or
16 support of the state government and its existing public
17 institutions, and shall take effect July 1, 1993."

EFFECT: The amendment applies the freedom from discrimination
statute to employers who employ one or more persons. The
exemption from the employment discrimination provisions for
religious organizations is narrowed to provide that religious
organizations are not "employers" with respect to the
employment of individuals of a particular religion to carry
out the activities of the organization.

The Human Rights Commission is required to make available an
informational brochure designed to help employers comply with
discrimination laws. The commission is encouraged to consult
with representatives of small business to ensure that the
brochure is useful and practical to small employers. The
commission is also required to hold educational seminars
across the state to explain the discrimination laws. The
commission is authorized to charge fees for these services and

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the fees shall be sufficient to cover the costs of the programs and materials. An emergency clause is added providing that the bill takes effect July 1, 1993.